

## CITY OF CHULA VISTA PACKAGE COUNTER PROPOSAL TO MM/PROF/SEIU

Date: June 20, 2013

The City hereby makes the following package offer to MM/PROF/SEIU, as found in the attached pages. The City reserves the right to modify, add, or delete any part of this proposal including withdrawing the package and reverting back to the last formal proposals on all open issues. This package offer includes the following subjects:

- Salary Adjustments
- Flex Benefits

The City further agrees all previously TA'd items would be part of the final agreement.

**CITY OF CHULA VISTA PROPOSAL TO MM/PROF/SEIU  
REGARDING SALARY ADJUSTMENTS**

PROPOSAL #\_\_\_\_  
DATE: June 20, 2013

**MM/PROF/SEIU 221 PROPOSAL:**

The City presented its wage proposal to MM/PROF/SEIU, which MM/PROF/SEIU rejected. MM/PROF/SEIU then countered with its wage proposal. The City countered with a 4 year proposal, including a percentage increase and \$1000 stipends. MM/PROF/SEIU countered on June 6, 2013. The City submitted a counter offer on June 17, 2013. Following discussions with MM/PROF/SEIU, the City hereby submits the following.

**CONCERN:**

The City seeks to pursue its goals set forth in the compensation component of its Quality Work Force Program as set forth below.

**CITY PROPOSAL:**

City of Chula Vista proposal to MM/PROF/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph II shall now read:

A. Salary adjustments shall be made as follows:

1. For Fiscal-Year 2013-2014:

a. Starting the first full pay-period after agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2103) between the City and MM/PROF/SEIU, all MM/PROF/SEIU represented employees shall receive a 2% salary adjustment.

b. After agreement by the parties and approval by City Council of a successor MOU to the current MOU (set to expire June 30, 2013) between the City and MM/PROF/SEIU, in the first full pay period of January 2014, MM/PROF/SEIU represented employees shall receive salary adjustments as follows:

i. MM/PROF/SEIU represented employees in classifications identified by the City in attachment 1 shall receive a 3% salary adjustment.

ii. MM/PROF/SEIU represented employees in classifications identified by the City in attachment 2 shall receive a 2% salary adjustment.

iii. MM/PROF/SEIU represented employees in classifications identified by the City in attachment 3 shall receive a 1% salary adjustment.

2. For Fiscal-Year 2014-2015:

- a. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
  - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
  - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
  - General Fund total operating reserves have remained stable from the prior fiscal year.
  - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
- b. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period. It is intended that the salary adjustments focus on those below 66% of market, but to also provide \$1000 stipends to those who do not receive percentage increases. If the City does not reopen the MOU pursuant to this section, all MM/PROF/SEIU represented employees shall receive a one-time stipend in the amount of \$1000 at a date prior the end of the 2014 calendar year. The one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

3. For Fiscal Year 2014-2015, the City agrees that prior to City action based upon the Salary Survey, it shall provide a PDF copy of the Salary Survey to MM/PROF/SEIU, and MM/PROF/SEIU that shall have a period of 30 days from receipt of the Salary Survey to review and provide comments on the Salary Survey. MM/PROF/SEIU shall provide its comments regarding the Salary Survey to the City within the aforementioned 30-day period. The City shall provide MM/PROF/SEIU's comments to the City's outside consultant on the Salary Survey. The Salary Survey shall be that document which the City intends to provide to its consultant for review.

4. MOU TERM: The MOU expires on June 30, 2015.

**RESULT:** The City's proposal moves towards its goal of increasing wages for those classifications that are below the top middle one-third of market rate (66% of market) as follows:

(1) For Fiscal-Year 2013-14, after agreement and Council approval all MM/PROF represented employees shall receive a 2% salary adjustment and 1/14 designated classifications shall receive salary adjustments of 1 to 3%.

(2) For Fiscal-Year 2014-15, wage increases will be determined via a re-opener that is to be used for salary increases only, but if there is no reopener all MM/PROF members will receive \$1000 stipend.

[End]

CITY OF CHULA VISTA PROPOSAL TO MM/PROF/SEIU 221  
REGARDING FLEX BENEFITS

PROPOSAL #\_\_\_\_  
DATE: June 20, 2013

**CVEA/SEIU PROPOSAL:**

MM/PROF/SEIU submitted its most recent Flex Benefit proposal. The City submits the following in response.

**CONCERN:**

The currently provides among the highest level Flex Benefits. Costs for providing such benefits are continually increasing. In addition, under the Federal Affordable Health Care act, the City may be subject to a federal tax if its benefits hit a certain level. Given the costs for providing the benefit, it would not be financial prudent to change the flex benefits at this point.

**PROPOSAL:**

The City declines the Flex Benefit Proposal. However, the City proposes that the Flex Benefit amount for Employee Only and those employees covered by another City employee be fixed at the amount provided in the calendar year 2013 (\$12,436). The flex amount for Employee +1 and Employee + Family will be adjusted under the current 50/50 cost sharing formula.

**RESULTS:**

The status quo is maintained in Flex Benefits.